<u>IN THE CLAIMS</u>:

Claims 1-36. (Canceled)

Claim 37. (New)   A method executed in a computer to form a development plan for an individual in an organization, the method comprising:

(a) receiving an answer pattern for questions through an interface of the computer, obtaining capability information comprising a capability type in the organization and a capability amount by comparing the answer pattern with a determining table stored in a memory of the computer;

(b) comparing the capability amount with a first predetermined criterion for the respective capability types,

retrieving, as a strong capability type of the individual, the capability type that exceeds the first predetermined criterion;

(c) accumulating the capability amounts of the respective individuals in the organization for the respective capability types,

comparing the accumulated capability amount with a second predetermined criterion for respective capability types,

retrieving, as a week capability type in the organization, the capability type of the accumulated capability amount that falls below the second predetermined criterion;

(d) specifying a record regarding a specific individual having the strong capability type that matches with the week capability type in the organization under a database of the computer, wherein the database comprises a plurality of records of individuals,

(e) forming the development plan of the specific individual, such that the development plan shows the strong capability type as a recommended capability type the specific individual needs to enhance;

(f) outputting the formed development plan in a predetermined output form with an output device of the computer.

Claim 38. (New)   A method according to claim 37, the method further comprises obtaining a present capability information and a future capability information, retrieving a future strong capability type for the respective individuals and a future week capability type in the organization, and retrieving the specific individuals having the future strong capability type that matches with the future week capability type in the organization.

Claim 39. (New)   A method executed in a computer to select an individual to be supplemented for an organization, the method comprising:

(a) receiving an answer pattern for questions through an interface of the computer, obtaining capability information comprising a capability type in the organization and a capability amount by comparing the answer pattern with a determining table stored in a memory of the computer,

storing individual information associated with the capability information into a database of the computer;

(b) comparing the capability amount with a first predetermined criterion for the respective capability types,

retrieving, as a strong capability type of the individual, the capability type that

exceeds the first predetermined criterion;

(c) accumulating the capability amounts of the respective individuals in the

organization for the respective capability types,

comparing the accumulated capability amount with a second predetermined

criterion for respective capability types,

retrieving, as a week capability type in the organization, the capability type of

the accumulated capability amount that falls below the second

predetermined criterion;

(d) retrieving a specific individual information having the strong capability type

that matches with the week capability type in the organization from the

database;

(e) outputting a result of the step (d) in a predetermined output form with an output

device of the computer.

Claim 40. (New)   A method according to claim 39, the method further comprises

obtaining a present capability information and a future capability information,

retrieving a future strong capability type for the respective individuals and a future

week capability type in the organization, and retrieving the specific individuals

having the future strong capability type that matches with the future week

capability type in the organization.

Claim 41. (New)   A method according to claim 39, wherein the method holds the accumulated capability amount as a previous accumulated capability amount, re-executes the steps (b) and (c) after executing the step (e), and retrieves the progress of the capability in the organization base on the re-accumulated capability amount and the previous accumulated capability amount.

Claim 42. (New)   A method executed in a computer to select an individual to be moved from a first organization to a second organization, the method comprising:

(a) receiving an answer pattern for questions through an interface of the computer, obtaining capability information comprising a capability type in the organization and a capability amount by comparing the answer pattern with a determining table stored in a memory of the computer;

(b) comparing the capability amount with a first predetermined criterion for the respective capability types,

retrieving, as a strong capability type of the individual, the capability type that exceeds the first predetermined criterion;

(c) accumulating the capability amounts of the respective individuals in the organization for the respective capability types,

comparing the accumulated capability amount with a second predetermined criterion for respective capability types,

retrieving, as a week capability type in the organization, the capability type of the accumulated capability amount that falls below the second predetermined criterion for the respective organizations,

retrieving, as a surplus capability type in the organization, the capability type of the accumulated capability amount that exceeds the second predetermined criterion for the respective organizations;

(d) if the retrieved surplus capability type in the first organization matches with the retrieved week capability type in the second organization, specifying a specific individual having the strong capability type that matches with the surplus capability type in the first organization;

(e) outputting a result of the step (d) as a candidate for moving to the second organization in a predetermined output form with an output device of the computer.